

CITY OF CHULA VISTA PACKAGE COUNTER PROPOSAL TO MM/PROF/SEIU  
TENTATIVE AGREEMENTS

Date: July 9, 2013

Subject to final approval by the parties, representatives for the parties have reached a tentative agreement for a 2 year MOU with the following material terms, as attached: Salary Adjustments, Flex Benefits, Job Sharing, and Professional Enrichment. Both parties agree that TA's are agreed upon in substantial form and that minor editing and corrections may be made for incorporation and final approval of the MOU.

The parties will endeavor to complete the approval processes as quickly possible. With that in mind, the parties agree that the salary adjustments shall begin by July 26, 2013 or be retroactive to that date, if the formal approval processes are not complete.

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CITY OF CHULA VISTA PROPOSAL TO MM/PROF/SEIU  
REGARDING SALARY ADJUSTMENTS

PROPOSAL #\_\_\_\_  
DATE: July 9, 2013

The Parties agree to the following :

Section II [Compensation], Subsection A [Wages], Article 2.01 [Wages], paragraph II shall now read:

A. Salary adjustments shall be made as follows:

1. For Fiscal-Year 2013-2014:

- a. Starting July 26, 2013, all MM/PROF/SEIU represented employees shall receive a 2% salary adjustment.
- b. In the first full pay period of January 2014, MM/PROF/SEIU represented employees shall receive the following salary adjustments:
  - i. MM/PROF/SEIU represented employees in classifications identified by the City in attachment 1 shall receive a 3% salary adjustment.
  - ii. MM/PROF/SEIU represented employees in classifications identified by the City in attachment 2 shall receive a 2% salary adjustment.
  - iii. MM/PROF/SEIU represented employees not receiving salary adjustment set forth in section A.1.b.i or ii, shall receive a 1% salary adjustment.

2. For Fiscal-Year 2014-2015:

- a. There shall be no automatic salary adjustments. However, the City would endeavor to in good faith, but cannot commit and is not required to, provide additional salary adjustments in FY 2014-15 based upon the City Manager's determination that salary adjustments are feasible based upon, but not limited to, consideration of the following financial indicators:
  - The Five Year Financial Forecast prepared by the Finance Department reflects a structurally balanced budget during the term of the next

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possible salary adjustment increases during the re-opener period set forth in this paragraph.

- Assessed Value increased greater than the 2% CPI based on the most recent report from the County of San Diego.
- General Fund total operating reserves have remained stable from the prior fiscal year.
- Sales Tax Trends reflect average increases in the past three consecutive reporting periods when compared to the same reporting periods in the prior year.

- b. To allow for salary adjustment increases, the City may reopen the MOU at any time starting in the in the month of February 2014 for salary adjustment increases, that would be implemented during the FY 2014-2015 time period.

3. For Fiscal Year 2014-2015, the City agrees that prior to City action based upon the Salary Survey, it shall provide a PDF copy of the Salary Survey to MM/PROF/SEIU, and MM/PROF/SEIU that shall have a period of 60 days from receipt of the Salary Survey to review and provide comments on the Salary Survey. MM/PROF/SEIU shall provide its comments regarding the Salary Survey to the City within the aforementioned 60-day period. The City shall provide MM/PROF/SEIU's comments to the City's outside consultant on the Salary Survey. The Salary Survey shall be that document which the City intends to provide to its consultant for review.

4. MOU TERM: The MOU expires on June 30, 2015.

[End]

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CITY OF CHULA VISTA PROPOSAL TO MM/PROF/SEIU 221  
REGARDING FLEX BENEFITS

PROPOSAL #\_\_\_\_  
DATE: July 9, 2013

The Parties agree to the following :

The Flex Benefit amount for Employee Only, those with coverage outside of the City, and those employees covered by another City employee is fixed at the amount provided in the calendar year 2013 (\$12,436). The flex amount for Employee +1 and Employee + Family will be adjusted under the current 50/50 cost sharing formula.

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